



Note: The following is an English translation of the Japanese-language original

March 9, 2022

Japan Petroleum Exploration Co., Ltd.

**Information: Certified as 2022 Health & Productivity Management  
Outstanding Organization for the six years in a row**

Japan Petroleum Exploration Co., Ltd. (JAPEX) has been certified as one of the 2022 Health & Productivity Management Outstanding Organizations for the six years in a row from 2017, which is an annual recognition program by the Ministry of Economy, Trade and Industry (METI) and Nippon Kenko Kaigi, to certify large enterprises that pursue efforts for "health and productivity management."



The Certified Health & Productivity Management Outstanding Organizations Recognition Program has certified the enterprises that are making excellent practices for "health and productivity management" collaborating with their insurer such as health insurance society, and has unveiled the list of certified enterprises annually since 2017. This program aims to organize an environment in which enterprises engaging in strategic "health and productivity management" to maintain employees' health from a management perspective are able to attain public recognition.

The JAPEX Group Code of Ethics and Conduct upholds that we take the actions with the consideration of HSE (Health, Safety, and Environment) as our top priority. Also, in October 2020, JAPEX has established the JAPEX Health Management Declaration and are making company-wide efforts to realize a work environment that enables all employees to work comfortably and actively.

In 2020 and later, we have provided a remote access environment to ensure the health and safety of our employees while continuing our business operations in the event of a global outbreak of COVID-19 infection. We also have taken the following measures to practically use the remote access environment for each flexible working style.

- Official introduction of the work-from-home system
- Flextime system with no core time set
- Communication time program to encourage taking conversations with organizations and teams via the remote access environment
- Fitness time program to support each health promotion in a work-at-home environment

Besides, JAPEX held the 1st and 2nd workplace vaccination of COVID-19 to our employees in the Tokyo metro area in 2021, based on the Government policy to reduce the burden on local governments and communities and give the business continuity as an energy supply company. We will hold the 3<sup>rd</sup> workplace vaccination in April 2022.

JAPEX will further promote employees' health as a company-wide important priority and aim to increase our corporate value.

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